1. Course Description:

This course will examine multicultural, multilingual organizing as a process of promoting intergroup relations and social development at the community level. Included will be content on efforts by groups to maintain their identities while also interacting and cooperating across cultural boundaries. Students will apply existing practice to multicultural situations and develop emergent skills for the future.

This course will examine concepts and techniques of multicultural, multilingual organizing. Relevant strategies and tactics that promote positive intergroup relations and pluralism at the community level will be analyzed (e.g., interethnic planning and multigroup coalition-building). Students will be prepared for the roles that social workers can expect to serve in building a racially, ethnically, and religiously heterogeneous society.

2. Course Content:

This course will examine concepts and techniques of multicultural, multilingual organizing. The changing context of practice, major strategies of intervention, and innovative efforts by groups to maintain their identities while also cooperating across cultural boundaries will be analyzed. Perspectives on core practice concepts will be reviewed (e.g., oppression, racism, empowerment, pluralism, and multiple meanings of ?community?). Students will be enabled to become more aware of their own cultural identity and recognize differences within and among people as individuals and communities including forms of communication and styles of conflict. Several strategies of practice will be analyzed, such as social action, community planning, and neighborhood development. Existing community organization theory and practice from a multicultural perspective will be analyzed, and theory and social science knowledge will be applied to issues of particular population groups.
3. Course Objectives:

Upon completion of the course, students will be able to:

1. Identify the forces that facilitate and limit multicultural, multilingual organizing in a pluralist society.
2. Define key practice concepts that affect relevant organizing strategies and tactics (e.g., oppression, racism, empowerment, pluralism, sensitivity, tolerance, and mutual respect).
3. Critically analyze existing community organization theory and practice from a multicultural perspective.
4. Apply practice theory and social science concepts to the analysis of problems and issues directly affecting specific population groups.
5. Design community intervention strategies, which specify tactics and roles to address problems and issues affecting specific population groups.
6. Contrast existing community organization practice with emergent multicultural strategies, tactics, and roles.
7. Recognize and address issues of ethics and values arising in practice situations.

4. Course Design:

Instructors may include readings, participation in discussions, written assignments, and individual and group exercises. Emphasis will be placed on experiential learning to strengthen cultural self-awareness and community practice skills. Guest speakers from the campus and community will be invited to address special topics. Videos will be shown throughout the course to present a national and international perspective.

5. Relationship of the Course to Four Curricular Themes:

- Multiculturalism and Diversity will be fundamental to this course. Special emphasis will be placed on strategies and tactics that promote positive intergroup relations and pluralism at the community level.
- Social Justice and Social Change will be central themes in the study of how social workers can serve in building a racially, ethnically, and religiously heterogeneous society. Several core concepts will be emphasized in this course, including oppression, racism, empowerment, pluralism, and multiple meanings of "community".
- Promotion, Prevention, Treatment, and Rehabilitation will be inherent to practice at the community level. Students will learn how to design community intervention strategies that address problems and issues affecting specific population groups.
- Behavioral and Social Science Research will comprise many of the course readings and will provide a foundation for practice in this area. Students will learn to apply theory and social science concepts to the analysis of problems and issues affecting specific population groups.
6. **Relationship of the Course to Social Work Ethics and Values:**
This course will address ethical and value issues related to the practice of multilingual, multicultural organizing. The NASW Code of Ethics will be used to inform practice in this area. Special emphasis will be placed on the social worker’s responsibility to promote the general welfare of society by preventing and eliminating discrimination, ensuring equal access to resources, expanding choices and opportunities for all persons and especially the disenfranchised, encouraging public respect for diversity, advocating for changes in social policies, and encouraging informed participation by the public. In particular, this course will review the ethical and value implications related to intergroup conflict and the imposition of values on communities.

7. **Source Materials:**

**A. Books**
These books are available at Ulrich’s on S. University and E. University. All books and the coursepack will also be placed on reserve at the Social Work Library.


**B. Articles**


Course Responsibilities

Responsibilities include readings, participation in discussions, written assignments, and individual and group exercises. Emphasis will be placed on experiential learning to strengthen cultural self-awareness and community practice skills. Guest speakers from the campus and community will be invited to address special topics. Videos will be shown throughout the course to present a national and international perspective.

Assignments:
1. Cultural Competence Contract: One goal of this course is to increase our cultural competence for working within and between communities of color. In order to work toward this goal, each student will contract to engage in activities that tap into the different dimensions of cultural competence (cultural knowledge, self-knowledge, application of knowledge). A list of suggested activities to meet these goals will be distributed in class and on our website. On the final day of class we will spend some time sharing our process and practice guides with other students.

One page written contract describing your plan for cultural competence is due in January 14.

Each Part is due on the following schedule:

1. Cultural knowledge: February 4
2. Self knowledge: March 4
3. Application of Knowledge and summary of learning: April 1

Each short assignment will make up 15% of your grade for a total of 45%

Group Assignments

A critical skill for multicultural, multilingual organizing involves working with others. In order to develop this skill we will work in groups to complete a written assignment, in class presentation, and an action project. Class time will be provided for working in groups. The paper, presentation and project will focus on a specific strategy for multicultural, multilingual organizing. Students are encouraged to be creative in their use of lecture, role-plays, small group exercise, videos, guest speakers or other media. These presentations will be peer evaluated. This presentation will make up 20% of your grade.

Paper: This paper should have two parts

A. In the first section, identify the issues and strategies involved in multicultural organizing which are relevant to this topic. For example, if your topic is multicultural coalition building, your paper will review relevant literature on multicultural coalition building, identify problems and issues which can arise in a multicultural context, and develop specific strategies that will address these problems and issues.
B. The second section should reflect the process and outcome of an action project, which the group will conduct in a field placement, the university, or the community at large. This action project should use the strategy you are focused on to engage in multicultural organizing. For example, the group working on multicultural coalitions could organize or participate in a multicultural coalition on the campus or in the community at large. This section of the paper should be a description of the project and an analysis of the work that you did.

This paper should be 10-12 typed, double spaced pages in APA style. Students will receive a group grade for this paper. The paper will be due December 14, 2000 in my mail file outside of room School of Social Work Building. This paper will make up 25% of your grade.

Cultural Competence Contracts

One goal of this class is to develop cultural competence for working within and between communities of color. Models of cultural competence differ but most focus on developing knowledge of the cultural group, self-knowledge, and ability to apply that knowledge. In this course, each student will focus on one specific group (e.g. Asian Americans, women of color, Haitian Refugees, etc.) in order to gain in depth knowledge. This group should differ in at least one way from the student’s social identity group memberships. Through developing increased skills for cultural competence with one group, this assignment will provide a model for developing competence with other groups.

In this course each student will develop a plan to begin work in these three areas in relation to a specific group and submit them in contract form by January 14. Activities to meet the requirements could include reading a series of articles, interviewing key informants, viewing videos or movies, or other activities that involve cultural learning. The book, Cultural Awareness in Human Services, is a good resource. In order to evaluate progress, each student should keep a journal in which she or he documents reactions, ideas and learning related to the activities. This journal will be due three times during the semester. In our final class session we will spend some time discussing what we did and what we learned through this process. Evaluation and grading of progress will be carried out collaboratively with the instructor.

All of our readings provide useful information for the cultural competence contract. In addition, Part Two of Cultural Awareness in the Human Services and Chapters 2 through 11 in Community Organizing in a Diverse Society are excellent resources for information about specific groups. The can be a good starting point for Cultural Knowledge section of the assignment. The following list describes some activities that students have found useful. Please treat these ideas as resources for thinking about ways to develop cultural competence.
1. Cultural Knowledge: Due February 4

- Identify an aspect of the group that you would like to know more about. Use current research to learn more about this topic.
- Identify a cultural guide who can help you to learn more about the community. With this individual participate in different activities within the community.
- Read at least two biographies or novels focused on this group. Compare and contrast the experiences of the main characters in the books and how their differences and similarities might reflect the nationality group, gender, sexual orientation, region, etc. of the protagonists.
- View two videos that focus on the experience of your specific group. In your journal identify what you learned from viewing these videos.

2. Self Knowledge: Due by March 4

- Identify what you are learning about yourself in relation to multiculturalism and what you are learning about the multicultural organizing and describe how you assess your learning.
- Engage in a self-assessment exercise in which you answer the following questions: What did I learn about this group when I was growing up? What differences and similarities do I see between myself and individuals in this community? To what degree do I embrace or have difficulty with traditional values of this group? how can this affect my work with this group?
- Take a field trip to an ethnic community, church, mosque, synagogue, meeting, or social service agency. Take at least two or three hours to immerse yourself in the experience. Observe the social interactions and how you feel in the situation.
- Identify at least three traditional values as presented in our readings and explore your feelings about them. To what degree do you share these values? What values do you find difficult to understand? How can you best deal with any value conflicts?

3. Application of Knowledge: Due by April 1

Document what you have learned about the group and the implications for practice. In our class session on November 30 we will break into groups of students who have focused on similar populations. These groups will identify issues and practice principles that involve community organizing practice with this group. Identify these issues and practice principles and how you will use them in your own practice. In our final class session every student will present what they learned about working with this group.

Class Participation:

Each week we will engage in group activities and discussion, therefore attendance is very important. Students who attend every class session and participate in discussions and group exercises will receive full credit for class participation. This will make up 10% of your grade.
Grading

A 100 point system is used. At the end of the term, the numerical grades earned for each written assignment will be averaged and translated into letter grades using the following formula:

<table>
<thead>
<tr>
<th>Grade</th>
<th>97-100</th>
<th>87-90</th>
<th>77-80</th>
<th>&lt;69</th>
</tr>
</thead>
<tbody>
<tr>
<td>A+</td>
<td>A</td>
<td>B+</td>
<td>C+</td>
<td>D</td>
</tr>
<tr>
<td>94-96</td>
<td>94-96</td>
<td>84-86</td>
<td>74-76</td>
<td>(no credit)</td>
</tr>
<tr>
<td>A-</td>
<td>B-</td>
<td>81-83</td>
<td>70-73</td>
<td></td>
</tr>
</tbody>
</table>

Grades in the B range reflect satisfactory completion of course requirements (competent performance). C grades reflect less than satisfactory work. A D indicates deficient performance and is not acceptable at the graduate level. A grades are given for exceptional individual performance. Assignments turned in on time can be revised if students desire.

How to find me:

Julio Cesar Guerrero MSW, MA
Email address: camila@umich.edu
Office address: 111 E. Catherine Victor Vaughn Building 3rd Floor
Office phone number: 647-8933
Cell phone number: 223-7245

COURSE SCHEDULE

Week 1: January 7, Introduction and Overview
Activities
• Group and individual introductions
• Overview of course and requirements
• Defining multicultural organizing
• Create and meet with working groups

Week 2: January 14, Core Concepts of Multiculturalism and Communities
Assignments: Cultural Competence Contracts Due
Activity
• Outlining multiculturalism Creating community maps
• Working groups meet

Readings
CO, Chapter 1(A Time of Fear; A time Of Hope)

Week 3: January 21, Martin Luther King Birthday Celebration

Week 4, January 28, Overview of Community Empowerment Strategies
Activities
• Video on Community Empowerment
• Working groups meet
Readings
CO: Chapter 12: (Community Development and Restoration)
BEYOND, 1-28 (Forward, Introduction, Power Concedes Nothing without a Demand)

Week 5: February 4, E Pluribus Unum: Identifying Intrapersonal and Interpersonal Issues
Assignments: Cultural Knowledge Due
Cultural competence exercises
Intergroup dialogues
Working groups meet
Readings
CULTURE: Chapters 3(Cross Cultural Social Work) & 4(Language and Cross Cultural Social Work)

Week 6: February 11, Communication Strategies
Readings


Week 7: February 18, Intracommunity and Intercommunity Issues
Activities
Starpower simulation and discussion

Readings
CULTURE: Chapter 5 (Cross-Cultural Problem Resolution), 10(Cross Cultural Learning: How its Really Done)
BEYOND: Chapters 2(Bridging Race, Class and Sexuality for School Reform) and 3(Building Class Solidarity Across Racial Lines)

Week 8; February 25, SPRING BREAK

Week 9; March 4, Approaches to Multicultural/Multilingual Organizing Multicultural Community Based Organizations

Activities
• Visioning exercise
• Group role-play

Readings
CULTURE: Chapter 2 (Help-Seeking Behavior: The Cultural Consideration of Care)
CO: Chapter 6 (A Feminist Perspective on Organizing with Women of Color) and 8(The Japanese-American Community and Community Organizations)
BEYOND: Chapter 9 (Having the Tools at Hand: Having Successful Multicultural Social Justice Organizations)

Week 10: March 11, Social Action Strategies
Readings
CO: Chapter 2 (Community Development with Native Americans) and Chapter 5(Cultural and Political realities for Community Social Work with Puerto Ricans)
Week 11: March 18, Social Planning Strategies
Readings: CO: Chapter 4 (The House on Midland)

Week 12; March 25, Coalition Building Strategies
Readings
BEYOND: Chapter 4 (Operation Harriet Tubman), Chapter 6 (Contesting the Price of Mexican Labor) and Chapter 7 (Linking Community Safety with Police Accountability).

Week 13: April 1, Community Education
Assignments: Self-Knowledge Due
Work with small groups to synthesize and develop practice principles based on cultural competence activities
Readings
CO: Chapter 11 (Southeast Asians in the United States)

Week 14; April 8, Dialogue and Discussion
Activities
- Synthesizing activities
- Working groups meet

Week 15, April 15, Reports and Celebration
Activities
- Potluck
- Integration and synthesis of course themes
- Sharing of cultural competence outcomes: What we have learned
- Students’ Presentations

Reading
DIVERSE: Chapter 13 (Epilogue) and Appendix (Examples from Training Manual: Center for Third World Organizing)